

B. Intermittent Workers, Including Construction Workers:

- 1) must have been working at a defense nuclear facility on or before September 27, 1991 (the day the first unilateral reduction of the Nation's nuclear weapons stock pile was announced, which is considered to be the end of the Cold War for the DOE);
- 2) must have worked at a facility within 180 days preceding the work force restructuring notification (between July 14, 1995, and January 10, 1996);
- 3) must have worked at a facility a total time, including time worked prior to September 27, 1991, equivalent to an employee having worked full-time (40 hours per week) from September 27, 1991, to the date of the work force restructuring notification (January 10, 1996) which is equal to 8,880 hours, or have actually worked full-time from September 27, 1991, through the date of the work force restructuring notification (January 10, 1996); and
- 4) must have been affected by the announced restructuring.
For an intermittent worker, this includes the interruption of a project before its anticipated completion, or the completion of the assignment or project without prospect for a follow-on assignment at the site where the employee had a reasonable expectation of a follow-on assignment.

**ELIGIBILITY
Intermittent Employees**

- Employed at a DOE defense site on or before September 27, 1991
- Worked at a facility during the 180 days preceding January 10, 1996
- Total career hours equal to or greater than 8,880 hours
- Employee's current position directly affected by restructuring

PART III - OPTIONS to MINIMIZE LAYOFFS

Work Force Planning

Work force planning is a key element in assuring that work force restructuring is accomplished with the objective of minimizing layoffs and maximizing the accomplishment of the Hanford Site Mission. The current headcount, by Common Occupational Classification System (COCS) job families, for Hanford's prime contractors as of June 28, 1996, is on the following pages.

Hanford Site (includes WHC, PNNL, BHI, HEHF, and MACTEC)
06/28/96 Headcount by Common Occupation Classification System
Full-time, Part-time and Temporary Employees

COCS Category	Job Title	Headcount 06/28/96*
M000	GENERAL MANAGERS, EXECUTIVES, FIRST LINE SUPERVISORS AND PROGRAM/PROJECT MANAGERS	1,249
M010	First Line Supervisors	254
M020	General Managers and Executives	754
M030	Project and Program Managers	241
M040	Other Managers	0
E000	ENGINEERS	2,992
E010	Chemical Engineers	309
E020	Civil Engineers	254
E030	Computer Engineers	230
E040	Electrical Engineers	238
E050	Environmental Engineers	193
E060	Industrial Engineers	55
E070	Mechanical Engineers	441
E080	Nuclear Engineers	177
E090	Petroleum/Mining Engineers	8
E100	Plant Engineers	536
E110	Quality Control Engineers	143
E120	Safety Engineers	106
E130	Other Engineers	301
E140	Construction Engineers	1
S000	SCIENTISTS	1,081
S010	Chemists	300
S020	Environmental Engineers	253
S030	Geologists	79
S040	Life Scientists	106
S050	Materials Scientists	61
S060	Mathematicians	34
S070	Physicists	86
S080	Social Scientists	64
S090	Other Scientists	98
P000	ADMINISTRATIVE AND OTHER PROFESSIONAL OCCUPATIONS	2,522
P010	Accountants and Auditors	342
P020	Architects	6
P030	Buyers, Procurement and Contracting Specialists	205
P040	Communication Specialists	49
P050	Compliance Inspectors	36
P060	Computer Systems Analysts	307
P070	Cost Estimators and Planners and Schedulers	332
P080	Health Physicists	132
P090	Industrial Hygienists	68
P100	Lawyers	11
P110	Personnel and Labor Relations Specialists	106
P120	Physicians	6
P130	Physicians Assistants, Nurses, and other Medical Support Occupations	22
P140	Safeguards and Other Security Specialists	168
P150	Trainers	144
P160	Technical Writers and Editors	110
P170	Other Administrative and Other Professional Occupations	478

COCS Category	Job Title	Headcount 06/28/96*
G000	SUPPORT STAFF	1,820
G010	Administrative Assistants	188
G020	Office Clerks (General)	468
G030	Office Clerks (Specialized)	432
G040	Secretaries	652
G050	Typists and Word Processors	31
G060	Other General Administrative, Secretarial and Clerical Support Staff	49
T000	TECHNICIANS	1,479
T010	Computer Operators/Coders	50
T020	Drafters	159
T030	Engineering Technicians	193
T040	Environmental Sciences Technicians	56
T050	Health Physics Technicians	456
T060	Industrial Safety and Health Technicians	42
T070	Instrument and Control Technicians	177
T080	Laboratory Technicians	240
T090	Media Technicians	38
T100	Survey and Mapping Technicians	13
T110	Other Technicians	55
C000	CRAFTS	992
C010	Carpenters	57
C020	Electricians	278
C030	Heating Air-conditioning and Refrigeration Mechanics (HVAC)	0
C040	Machinists	43
C050	Masons	3
C060	Millwrights	81
C070	Painters	58
C080	Plumbers and Pipefitters	229
C090	Structural and Metal Workers	111
C100	Vehicle and Mobile Equipment Mechanics	47
C110	Welders	16
C120	Other Crafts	69
R000	OPERATORS	744
R010	Chemical System Operators	0
R020	Drillers	0
R030	Material Moving Equipment Operators	50
R040	Nuclear Plant Operators	54
R050	Nuclear Waste Process Operators	456
R060	Productions Systems Operators	0
R070	Utilities Systems Operators	173
R080	Other Operators	11
L000	LABORERS AND GENERAL SERVICE WORKERS	773
L010	Firefighters	86
L020	Food Service Workers	0
L030	Janitors and Cleaners	123
L040	Laundry Workers	0
L050	Material Handlers, Helpers and Laborers (General)	151
L060	Material Handlers, Helpers and Laborers (Specialized)	69
L070	Light Vehicle Drivers	199
L080	Security Guards	142
L090	Others Laborers and General Service Workers	3
	TOTAL	13,652

Internal Transition of Existing Staff

Flexibility in work schedules may be expanded to accommodate entrepreneurial activities within pre-approved community transition or human resource programs and guidelines in anticipation of community transition.

To help ensure stability during restructuring, use of contract personnel, task-order subcontracts and professional service pools will be limited to only those activities that cannot be performed within scheduled time-frames by existing Hanford Site personnel, or where the necessary skills cannot be obtained from the regular work force.

Managed Attrition

The principal contractors on the Hanford Site experience an annualized attrition rate in the range of 4 to 5 percent. Attrition, in conjunction with internal redeployment and retraining, will be managed and utilized to reduce the need for any reductions in force.

PART IV - PROGRAMS for SEPARATED WORKERS

Appendix C is a matrix of other available benefits.

Medical Benefits

Voluntarily separated employees, depending upon the option elected under a VROF program, may be eligible for the extended medical coverage outlined in the Plan or coverage under the Consolidated Omnibus Budget Reconciliation Act (COBRA), which offers benefits at the full cost to the employee.

In the event that the Displaced Workers Medical Benefits program is revised to include other prime contractors to DOE in addition to M&O contractors, employees of direct contractors to DOE may be eligible to participate in the extended medical benefits program, effective with the approval date of the policy. Employees separated prior to the approval of the revised policy will not be eligible to participate.

Separation Incentive Programs

RL will consider the use of all forms of separation programs, including an enhanced retirement program, to accomplish its work force restructuring needs. In the event RL authorizes its contractors to implement any of the below-listed separation programs, the following provisions will apply:

Enhanced Retirement Program (ERP)

RL will consider the specific restructuring needs of each contractor, and the financial strength of the pension plan in determining if an ERP will be offered to the respective contractor's work force. An ERP was offered to employees of WHC/BCSR/ICF KH and BHI during the June through August, 1996, time period. The enhancements to the retirement program in that ERP were identical to those offered in late 1994, namely the addition of a flexible three-plus-three years to age and service and a bridge payment of \$125 per month to social security eligibility.

In addition, employees will be required to execute a release which contains a prohibition on reemployment under all DOE-RL contractors for a three-year period. In the event the document is revised, changes will be incorporated into any future offering of the ERP.